



# Gender Pay Gap Report, Birketts LLP

(snapshot date 5 April 2024)

# Gender Pay Gap – an introduction

- Since 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap.
- Employers must both:
  - publish their gender pay gap data and a written statement on their public-facing website; and
  - report their data to government online by 5<sup>th</sup> April every year.
- The pay gap is the percentage difference between average hourly earnings for men and women (across all roles) and is based on a snapshot of earnings as of 5<sup>th</sup> April 2024.
- The pay gap is not the same as equal pay. Equal pay has been a legal requirement for 48 years and means that men and women in the same employment performing equal work must receive equal pay.
- The requirement is to report only on employees and therefore all earnings in relation to Partners is excluded.

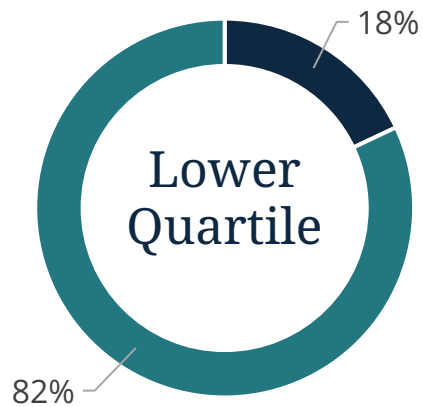
# Pay Data

Difference between gross hourly earnings for all men and all women

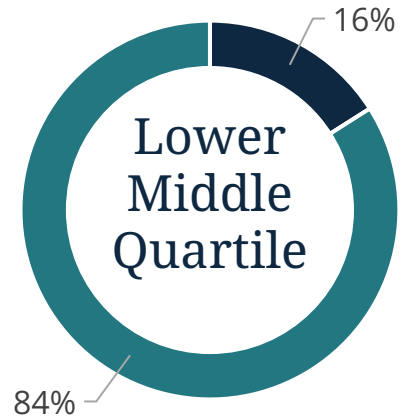
	Mean	Median
Gender Pay Gap (April 2018)	27.0%	36.6%
Gender Pay Gap (April 2020)	23.5%	20.2%
Gender Pay Gap (April 2021)	23.1%	31.5%
Gender Pay Gap (April 2022)	20.7%	31.4%
Gender Pay Gap (April 2023)	24.5%	35.5%
Gender Pay Gap (April 2024)	21.1%	37.7%

# Pay Data

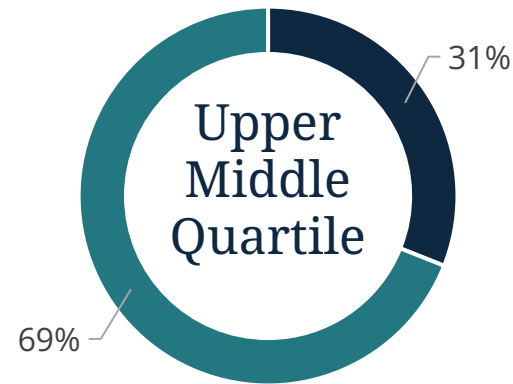
Proportion of men and women in each pay quartile band



■ Male ■ Female



■ Male ■ Female



■ Male ■ Female



■ Male ■ Female

# Incentive Data

Difference between bonuses paid to men and women

	Mean	Median
Gender Bonus Pay Gap (April 2018)	59.5%	42.7%
Gender Bonus Pay Gap (April 2020)	60.2%	39.1%
Gender Bonus Pay Gap (April 2021)	71.1%	44.4%
Gender Bonus Pay Gap (April 2022)	68.7%	34.2%
Gender Bonus Pay Gap (April 2023)	49.6%	8.0%
Gender Bonus Pay Gap (April 2024)	62.4%	27.2%

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